



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

**SUMMARY AND WAY FOWARD
EH&W and DM
Working Group
(HRM&D Steering Committee)**

12 June 2009

Issues Raised

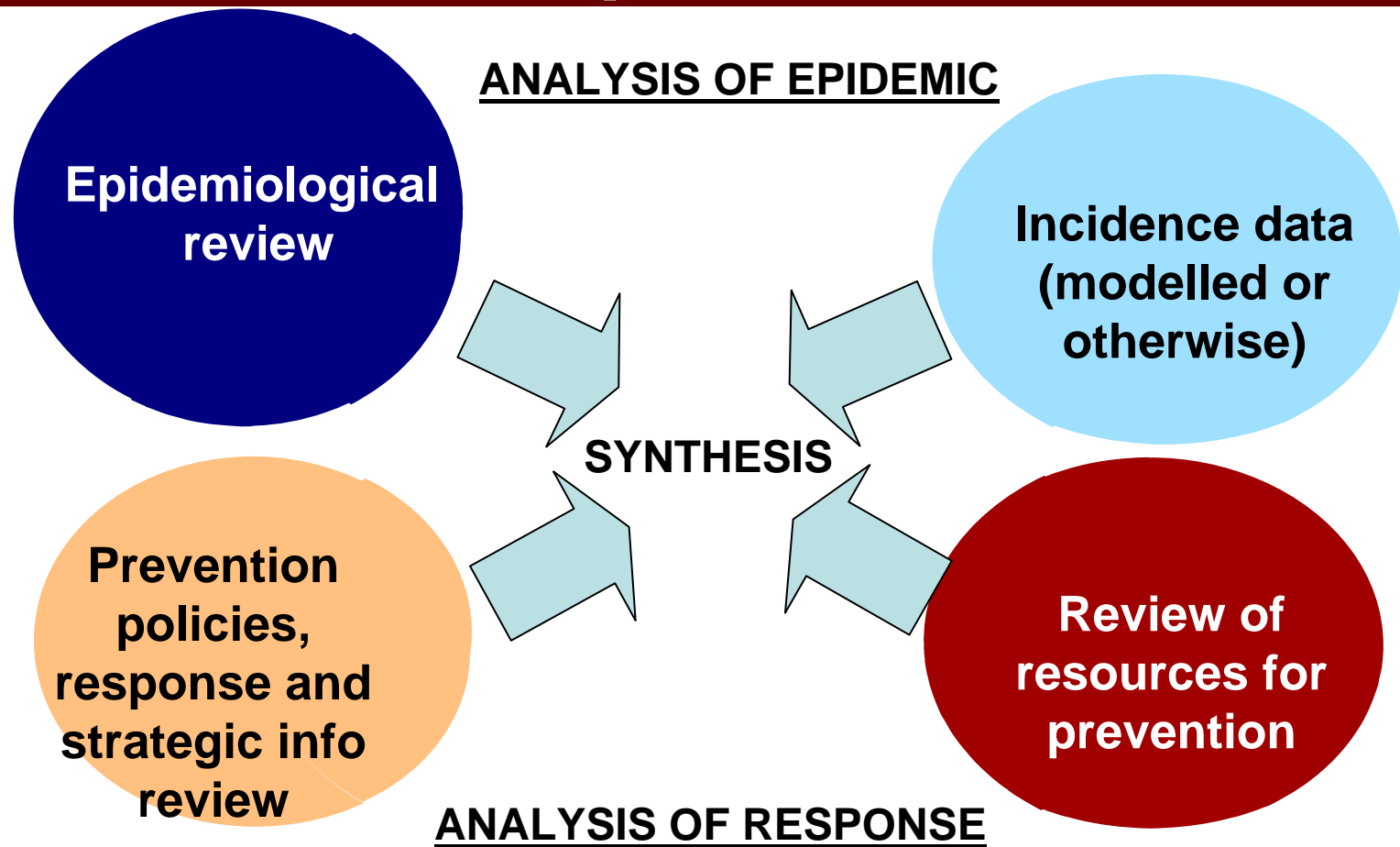
- Opening and Welcome (Rationale for the Work Group)
- Outline of the DM & EH&W Chief Directorates (Operational Plans)
 - Start Frameworks
 - Policies (currently at different levels)
 - » **4 EH&W Policies**
 - » **Draft Policy on Assistive Devices**
 - » **Draft Youth Development Strategic Framework**
 - » **Further Consultation and M&E of what has been implemented in the next Gender, EH&W INDABAs, Public Service Week, other Steercom.**

Policy Implementation

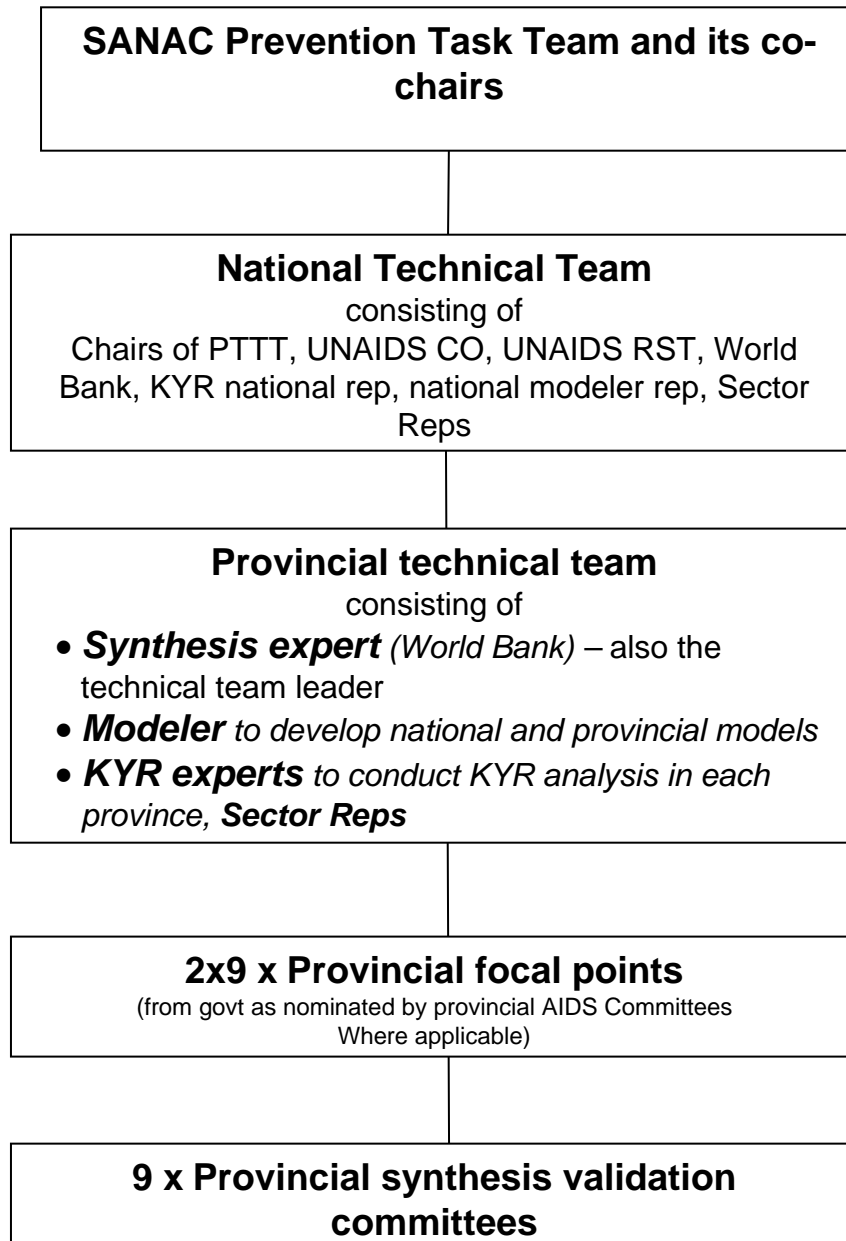
- **Implementation**

- » **Capacity Development – Post Training Support Costing of HIV & AIDS Ops Plans, Mainstreaming M&E of HIV&AIDS. Communication with HODs, Institutional Infrastructure and Collaboration Centers.**
- » **Organisational Systems- Costing Tool, TB Workplace Management Toolkit, M&E Framework, System and Plan. Assessment should guide on the resources and structural arrangement. Structurally EH&W and DM should be within the HRM&D Chief Directorates, Directorates, Units etc.**
- » **Governance: M&E Framework for HRM&D, Steering Committee, FIFA Confederations Cup and 2010 World Cup Preparations (Depts and Border areas, KYE and KYE)**
- » **Economic and Development Initiatives: WEF 2009 Meeting CT, SADC HIV Prevention Meeting, WHO Collaboration Center Meeting, Invitation (Princess Foundation and Bill and Melinda Gates Foundation: July 2009)**

KYE and KYR Review Through Four Components



Proposed Team Structure



Provincial technical teams each report to their respective agencies, with overall coordination of the technical team by the provincial focal points (both Government and Civil Society)

Provincial technical team leaders and provincial FPs, and Civil Society Provincial AIDS Council reps are in contact with each other to coordinate efforts

Provincial focal points coordinate the provincial synthesis validation processes through the synthesis validation committees (composed of both government and civil society rep)

TB Toolkit and Mainstreaming of HIV&AIDS

- **TB Toolkit**

1. **WEF Initiative**
2. **Public Service Launch at INDABA VIII 2008**
3. **Field Testing 2009**
4. **Report and Review INDABA 2009**
5. **Identified Departments are Correctional Service (?DOH)**
6. **Partnership with DOH and inclusion in Steercom**

- **Mainstreaming of HIV&AIDS**

1. **Training ongoing**
2. **Annual Targets of 400 not reached (280 in 2007, 314 in 2008)**
3. **Training Institutions will be trained from dpsa resources**
4. **Post training of institutions (Procurement, and continual training form Provincial Resources)**

Draft Assistive Devices Policy

1. **Legislative basis**
2. **Policy Objectives**
3. **Policy provisions**

Issues raised

- Depending on conditions reshuffling of the working hours is an option of one of the measures provided for in the draft
- Ethics of management policy (when there is no agreement, provision of assistive devices, reshuffling of working hours, flexible hours)
- Use of assistive devices should follow specialist services to first assess and make specialist determination of the need for the devices (Provided for in the Hand book)
- Replacement of personal assistive devices post “wear and tear”. The personal assistive devices are the responsibility of the individual employee with disability
- The employer is only responsible for work related assistive devices
- Space and Working environment: Non-essential functions of a job can be transferred to other employees only if they are not the essential/inherent functions of the job

Consultation

- Has began
- Follows the use of the Handbook
- Inputs are expected in the forthcoming consultative meetings

Draft Youth Development Strategic Framework

- **Purpose:** Development and Empowerment of Youth in Public Service
- Participation of youth in SMS and creation of platforms for **PS leadership development**
- **Issues:** Education, effective economic participation, HIV&AIDS, Pregnancy, unemployment, lacks of confidence and self assertion (Life skills), upward mobility
- Experience vs. Potential.

Functional and Process

- 4 Functional Pillars:
 1. Enabling environment
 2. Equality of opportunities
 3. Mainstreaming of Youth Development
 4. Barrier Free workplace
- 4 Process pillars:
 - I. Capacity
 - II. Organisational Initiatives
 - III. Governance
 - IV. Economic and Development

Youth Strategic Framework

- Issues Raised:
 - **Definition (Constitutional definition: 18-35 yrs)**
 - **International Strategic Documents**
 - **Diversity Management** (Baby boomers-Y-generation) Aging vs. Youth Development,
 - **2006 Cabinet Decision:** Youth Directorates within the DGs offices (Audit?)
 - **EE Targets** in the
 - Links of Upwards mobility, succession planning linked to HRD and HRP
 - Moral Regeneration programme
 - Structural Arrangements: DG vs. DM and HRM&D

Training on the SHERQ Principles

- EH&W Basis
- Cabinet Endorsement
- SHERQ Policy Implementation Workshops
- **Capacity Development**
- **Target:** 300 Gov EH&W Practitioners/Managers
- **Content:** OSHA, ISO 1400, ISO 8001
- Logical framework: with goal, purpose, indicators for success, activity plan, risks and assumptions and M&E plans Presented

Training on the SHERQ Principles

- **Issues:**
 1. Basic Training on SHERQ to include COIDA basic training.
 2. Compensation Fund Payment for IODs (GEMS and COIDA)
 3. Project Risks Management.
 4. Time lines
 5. Pillar SHERQ *integration* of 4 pillars EH&W and its strategic positioning in HRM&D
 6. **Integration:** Wellness Maintenance, Logistics, Public Works
 7. Training of coordinators and institutions (More to this!): Institutional Infrastructure

HIV&AIDS M&E

- Three “Ones”
- Capacity Development: UP and Managers and Technocrats
- IDC Consultation and TWG establishment
- M&E Readiness Assessment (using MMST Tool from GAMET)
- Draft M&E Plan for further consultation and M&E system development using the:
 - **12 Components of a Functional M&E System** (Structure, Human Capacity, Indicators, Partnership, Data Source, Advocacy, etc.)

WAY FOWARD

- Policy Communication and buy-in from stake holders (HODs, Public Service Summit, PSCBC etc)
- Situational Assessment and Capacity Development, Tool development and refining for policies to be implemented
- Draft Policy debates, inputs from government departments in forth coming Steercom and INDABAs
- Capacity Development and Institutional Infrastructure for EH&W (Mainstreaming, Costing, SHERQ+COIDA, M&E)



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Discussion
